

partition; if the latter, we need to be prepared for an open-ended, brutal conflict. Ironically, a continuation of the war in the name of a unified Bosnia is likely to be most disadvantageous to the original victims, the Muslim community. For it is likely to result in the partition of Bosnia between Serbia and Croatia.

Bosnia is not Haiti, where we can declare victory while the country relapses into historical squalor under only slightly modified oppression. In Bosnia, fudging the issue spells continued conflict; the only outcome that has a slight chance of surviving a time limit is partition, and even that is unlikely to be effective in the one-year period that so many American experts believe will be imposed by our electoral timetable.

It will not do for the president to try to propitiate media and congressional concerns by assuring his interlocutors that American troops will not be put in harm's way, as he has done in some recent comments. In Bosnia, troops are inherently in harm's way. And if we insist that the front lines be manned primarily by allies, with little U.S. participation, we will undermine the NATO alliance.

What the American people, Congress, and the allies must hear is precisely what the risks are in Bosnia, why they must be run and over what period of time. And we must ask ourselves where we will be a year from now, after casualties have been suffered and journalists and other observers report that they can discern no moral distinction among the warring parties.

No magic solutions are available to avoid the need for clarity and purpose. Defense Secretary William Perry mentioned a time limit of one year for American peacekeepers. He has yet to explain what will have changed in one year and who will then take on the burden if ethnic hatreds persist. The feasibility of withdrawal depends on conditions on the ground that cannot possibly be predicted at this juncture. Nor will the use of American peacekeepers to arm and train the Bosnians change the problems described here.

I favor abandoning the arms embargo, which in any event does not seem to have inhibited the Croats (and through them, the Muslims) from developing a significant military capability. But no military aid program, even backed by American instructors, can change the demographic realities in which Serbs and Croats between them outnumber the Muslims nearly 10 to one.

If we want an ethnically diverse, unitary Bosnia, we must be prepared to pay the price—which is not peacekeeping but the support of one side in a civil war. At the same time, if American peacekeepers are deployed for whatever purpose, care should be taken to convey determination, doubt and hesitation will invite attacks to speed our departure. Reducing the size of our troop contribution too much might also have the effect of limiting the risk to potential violators. Adversaries must understand in advance that attacks on the peacekeeping force will not, as in Somalia, go unpunished.

Endurance becomes vitally important if non-NATO, especially Russian troops join the peacekeeping operation. Given Russia's historical ties to Serbia, a Russian role in negotiations is desirable, and a Russian role in peacekeeping could prove useful, provided we are ready to maintain a symmetry of commitments.

Still, it would be ironic if Russian peacekeepers on the Serbian side and NATO peacekeepers on the Muslim side moved an East-West confrontation line from the Elbe to the Drina. And if we leave precipitately, we tilt the scales toward Serbia and enhance Moscow's influence in the Balkans—all in the name of peacekeeping.

The deployment of troops to Bosnia is a fateful decision requiring a full national debate that, in the nature of our system, must be led by the president. He must clarify America's political objectives—especially our view of the relationship of the three ethnic groups to each other—and explain the rules of engagement, the risks and the duration of our commitment. There must be public agreement with our allies about strategies and rules of engagement.

In addition, the Bosnian parties must agree on dividing lines and undertake not to change them by force.

And Congress must unambiguously endorse the program.

The word of the president is a national asset not to be trifled with; the cohesion of NATO remains a vital national interest. But we serve these causes only by devising undertakings that can command consensus and be sustained over a period of time.

TRIBUTE TO ASSEMBLYWOMAN CARMEN ARROYO

HON. JOSÉ E. SERRANO

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 25, 1995

Mr. SERRANO. Mr. Speaker, I rise today to pay tribute to Assemblywomen Carmen Arroyo, who was honored for her outstanding service to the community on October 6, at the 1995 St. Benedict the Moor Neighborhood Center's Dinner Dance, in the South Bronx.

She is one of eight individuals who were recognized for their remarkable success in helping rehabilitate individuals who had been struggling with substance abuse. The rehabilitation program is being carried out at St. Benedict the Moor Neighborhood Center.

A native Puerto Rican who holds a Bachelor of Arts from the College of New Rochelle, Ms. Arroyo overcame many economic difficulties during her youth. She had to fight in a world where women were mostly relegated to the home. First, Ms. Arroyo was determined to become a bookkeeper, and studied to finish a course leading to secretarial-bookkeeper certification.

Her studies were interrupted when she moved to New York and started working at a factory. Her seven children joined her a year after, but unable to find day care services for them, Ms. Arroyo was forced to rely on public assistance. This experience moved Ms. Arroyo to help those who, like her, were struggling to improve their lives. She founded the South Bronx Action Group, an organization dedicated to empower women, Latinos and blacks in the community. Later, suitably empowered herself, she became president of the Puerto Rican Women in Political Action Organization.

In 1977, Ms. Arroyo became the executive director of the South Bronx Community Corporation, an organization committed to aggressive urban development in the South Bronx. As a Puerto Rican woman, she understood the need to advance the socioeconomic condition of Hispanic women.

Ms. Arroyo is the first Puerto Rican woman elected to the New York State Assembly and the first Puerto Rican woman appointed to the New York State Medical Advisory Board.

Mr. Speaker, I ask my colleagues to join me in honoring the Assemblywoman of New York's 74th Assembly District, Carmen Arroyo,

for her lifelong career and dedication in the service of the poor, the disenfranchised, women, children, and the elderly.

TRIBUTE TO SARAH FABRY SMEJA

HON. DAVE CAMP

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 25, 1995

Mr. CAMP. Mr. Speaker, I rise today to honor Sarah Fabry Smeja as she is recognized for her vast contribution to polka and the State of Michigan. Sarah Fabry Smeja was inducted into the State of Michigan Polka Music Hall of Fame on Sunday, October 1, 1995.

America was built by the hard work and commitment of settlers who brought with them a rich and varied heritage. Polka flourished in Michigan largely due to the devotion of those who brought with them their families' traditions and customs, as well as their love of polka. Sarah is just one of those special individuals who is proud to keep an honored tradition alive.

Sarah Fabry Smeja is Swartz Creek, MI, especially enjoys Czechoslovakian melodies first introduced to her by her father at a very early age. Throughout her career she has played the piano, trumpet, and baritone. Sarah also conducted a choir which consisted of 56 regular members. With some help in language editing, Sarah research, composed, and typed three song books which helped maintain the singers club. Sarah and her husband, Al Smeja, are now retired and reside in Plant City, FL. They are currently associated with the St. Petersburg, C.S.A. and are members of the Czech-American Tourist Club.

Mr. Speaker, thanks to Sarah's efforts, we are all able to enjoy an old musical tradition from many years ago. She was honored at a reception in Owosso, MI, because of her dedication and commitment to spreading the polka tradition and helping others enjoy this special music. I am confident that the musical legacy of this outstanding individual will be remembered for decades to come.

WORK FORCE DEVELOPMENT

HON. LEE H. HAMILTON

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 25, 1995

Mr. HAMILTON. Mr. Speaker, I would like to insert my Washington Report for Wednesday, October 25, 1995, into the CONGRESSIONAL RECORD.

INVESTING IN A SKILLED WORKFORCE

As business technology has become more complex and the world economy more competitive, the strength of the American economy increasingly depends on the skills and training of our workforce. A strong back and the patience to do the same task over and over, day after day, is no longer enough to command a well-paid and secure job. Today's good jobs, including many factory jobs, require much more sophisticated skills. Some skills are job-specific but many are more basic, such as good math, communication, decisionmaking, and teamwork skills. People who develop these skills will be in high demand by employers as we move into the 21st century; people who don't will not.

SOUTHERN INDIANA

We have a good, hard-working labor force in southern Indiana, and employers understand that. But the changes that are taking place across the country are taking place here too, and the education and skills required for good jobs in the future will only increase.

As I travel around the Ninth District, I meet many people who would like to work but cannot find jobs. At the same time, many employers tell me they have openings for good-paying jobs but cannot find people with the right skills. We are seeing a growing mismatch between the skills many people have and the skills employers need. This is a double tragedy. People are frustrated by their inability to find work, while firms are forced to put expansion plans on hold or to go elsewhere to expand. That means the growth and development of southern Indiana will be hurt and so will our living standards.

LOCAL ECONOMIC DEVELOPMENT

A few weeks ago, I held two roundtable discussions on the subject of economic development in southern Indiana, one in Batesville and one in Corydon. Both featured representatives from various sectors of the economy, including local businesses (both large and small), economic development officials, university researchers, school officials, and farmers.

The participants raised many important issues—including the quality of local infrastructure, the burden of government regulations, tax abatements to attract industry, the threat of competition from foreign producers, and the high cost of medical insurance.

But I was particularly impressed by the fact that virtually everyone brought up the need to improve the quality of education and access to skill training in southern Indiana. This one topic dominated, and many concerns were expressed. One participant discussed the difficulties many working parents face in contributing to their children's early education. Others were concerned about the quality of secondary school education in parts of southern Indiana and insufficient higher education and vocational training facilities. Many of the business representatives indicated that the growth of their firms is being restrained because trained, or even trainable, workers cannot be found to fill the job openings. One participant said that he had not hired anyone from the local high school in seven years.

Problems like these are not unique to southern Indiana. They are occurring all around the country. Nationwide we hear of companies having to screen thousands of applicants to find only a few who are qualified, and of basic math and English tests being routinely failed by applicants. Employers complain that many recently-hired workers do not show up ready to work, lack the capacity to learn, and frequently quit after a few weeks.

DEVELOPING A TOP QUALITY WORKFORCE

But we cannot use the widespread nature of this problem as an excuse for not tackling it vigorously here at home. It is clear that top priority needs to be given to developing a highly skilled and educated workforce in southern Indiana. This is especially crucial to the future prospects of today's young people, who will be working in an increasingly interconnected and competitive global economy. We need to focus our attention on the skills workers will need in the 21st century. They will need to know how to use computers to gather and process information. They will need to develop good interpersonal skills and be able to work in teams. They will need to understand how their own work fits into

the work around them, so they can contribute to solving problems.

But even more important, workers in southern Indiana will need to be proficient in the basic skills of reading, writing, and math. Mastering the skills for a specific job can no longer guarantee a lifetime of secure employment. Without these basic skills, the other skills will be of little value. The important thing is that the education system in southern Indiana must produce people who will be comfortable with a lifetime of learning. Workers will need to be able to master new skills and adjust to new technologies in an economy that will be characterized by constant and unexpected change.

COMBINED EFFORTS

The task of better preparing our workers for these challenges falls on many of us. Parents need to impress upon their young people the crucial importance of good education and work skills. Local schools are giving more attention to linking academic training with on-the-job work experience and technology training at local community colleges. The State of Indiana has several programs to help make the school-to-work transition easier. The private sector has played a big role in training and retraining the workforce, especially in larger businesses.

The federal government has a secondary, though important, role. Congress is currently reforming federal job training efforts—streamlining various programs and giving more flexibility to the states. At the same time, House Speaker Gingrich has proposed deep cuts in youth job training, school-to-work transition programs, and vocational and adult education. Certainly we need to balance the federal budget, but making deep cuts in programs that would help upgrade the work skills of our young people and brighten their economic future does not make a lot of sense to me, especially at a time when Speaker Gingrich wants to provide very expensive tax breaks to the wealthy.

One of the best investments we can make is in the skills of our workers. It means improved quality of life, higher productivity and living standards, stronger economic growth, better communities, and a brighter future for our young people. Helping to provide a better trained workforce just makes good sense.

THE FRONTIERSMAN: PIONEERS FOR PROGRESS

HON. JAMES A. BARCIA

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 25, 1995

Mr. BARCIA. Mr. Speaker, when any one of us faces a problem, the right answer is to work toward a solution. The Frontiers Club has been an organization that has done just that—work toward a solution—for many years. This Saturday, at the 40th annual banquet for the Frontiers Club, we will again celebrate another year's accomplishments as we prepare for yet another year of challenges.

The Frontiers Club lives on cooperation. It brings together civic leaders, business leaders, education leaders, and a host of others concerned about how to make lives in their communities better. It is built on the ideals of concentration of local resources on matters of local interest. The club parallels itself on the early pioneers who forged ahead to make new and vital discoveries with no convenient road maps, taking risks as they found them and

using their experiences to steel their later efforts. It is an image that should inspire all of us to do more because we have the opportunity to blaze new trails, not just follow after someone else.

Frontiers International began in 1936 as an organization that was all black, looking to help the black community. Over the years its membership has expanded, its focus has retained its core interest in the needs of the black community, and expanded to include other matters of similar importance.

The creed of the club sets an ideal for all us: to be committed; to know the club's agenda; to be prepared to change with changing conditions; to never be satisfied that matters are good enough; and that the key point of the organization is to help others who still need help. Every member is viewed as a potential leader, and can count on being called to be a leader. Every member is expected to meaningfully participate in planning club activities, club expansion, and club success.

The list of projects supported by the Saginaw Frontiers Club is most impressive. The United Negro College Fund, the Children's Christmas Party, the Vitiligo Foundation, Education Scholarship Sponsorship, First Ward Community Center, Opportunities industrialization Center of Metropolitan Saginaw, Saginaw County Senior Citizens' Picnic, Lake Huron Area Boy Scouts, Saginaw High School Attendance Lottery, Friendship Games, Trinity-St. John Community Center, Edith Baillie School Washington, DC, Field Trip, Saginaw Community Education Science Fair, the NAACP, Frontiers City-Wide Youth Tennis Tournaments, and the Ruben Daniels Educational Foundation are all projects that benefitted from the wonderful, selfless activism of Saginaw Frontiers and its members.

Mr. Speaker, I believe that one passage of the induction ceremony for new members says it all. Members "are bound by duty, honor, and gratitude." What a wonderful, simple and provocative mandate. It is one which would serve all of us well to follow. At a time when we are expecting the Federal Government to do less, and for people to do more within their own communities, organizations like the Frontiers Club are vital and deserve to be heralded. I urge you, Mr. Speaker, and all of our colleagues to join me in thanking and congratulating the leadership and membership of the Frontiers Club for its efforts, and urge them to continue to lead by example.

WORLD POPULATION AWARENESS WEEK

HON. ELIZABETH FURSE

OF OREGON

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 25, 1995

Ms. FURSE. Mr. Speaker, as of October 1995 the world population is estimated to be 5.7 billion with an annual growth of 88 million. World population is an issue that the citizens of the United States and people all over the world should be concerned with due to its wide spread environmental, social, economic, and political impacts.

The people of Oregon recognize the need for greater awareness of population levels and their implications. Mr. Speaker, I am inserting this statement from Governor John Kitzhaber